

South East Region
Wellington House
133-155 Waterloo Rd
London
SE1 8UG

anne.eden1@nhs.net

Sent by email to: -

Tuesday 19th May 2020

SE Provider Chief Executives
SE CCG Accountable Officers
SE STP/ICS Leads

Dear colleagues,

Re: South East BAME Disparity Work Programme

We are writing to you as the co-chairs of a new Covid-19 South East BME Mortality Disparity Advisory Panel that has been established to explore and respond to the emerging evidence of the disproportionate impact of COVID-19 on our BAME workforce and communities in the South East.

The group was established last month to complement national work underway exploring the risk to the BAME community. It is chaired by myself and Scott Durairaj, Director of ICS Development, Sussex Health and Care Partnership drawing on the experience and expertise of a number of colleagues from across the South East (*the composition of the Regional Advisory Group can be found in Appendix 1*).

The group's Terms of Reference are to ensure and assure that a robust risk assessment of all BAME colleagues across the South East is undertaken and acted on, that we have informed decision making across the region in respect of the management of COVID-19 and that offer consistent and best-practice health and wellbeing support to our colleagues.

We have asked each system across the region to work and share with us their own plan describing how you are responding strategically to disparities across both the BAME workforce and the communities they serve. These plans have now been received and as an advisory group, we will be reviewing them and sharing the best practice with all to ensure the strongest response possible.

Today we are sharing additional, regional guidance that complements the national *Risk Reduction Framework for NHS Staff at risk of COVID-19 infection* (12th May) and local guidance that has been developed (*the regional guidance can be found in Appendix 2*).

A critical element of these risk assessments is that due consideration is given to any workforce factors that may increase risk as well as any long-term health conditions. This is not an alternative to tackling the risks faced by all staff and ensuring all staff are as safe as possible, but recognises the evidence that some staff groups, notably BAME staff, are especially at risk.

This regional guidance has been developed to tackle the additional workplace risks and builds on the excellent work developed by Royal Berkshire NHS Foundation Trust. We

are considering additional guidance for nursing homes and social care colleagues, in partnership with Local Authority colleagues.

As an Advisory Group to the region, we would welcome your early feedback on the practical application and value of these resources within your organisations. Please send your feedback to tim.omo-bare@nhs.net by midday on Friday 22nd May.

We are determined that our commitment and action responding to the evidence around the disparity in respect of our BAME colleagues will form part of a positive legacy from Covid-19 in the South East. There is no time to be lost, so I ask that we move at pace. The advisory group is here to answer any questions you may have.

Yours sincerely,



Anne Eden
Regional Director (South East) / Co-Chair Regional Advisory Panel
NHS England and NHS Improvement



Scott Durairaj
Director of ICS Development/ Co-Chair Regional Advisory Panel
Sussex Health and Care Partnership

CC:

SE BAME Network Chairs
SE Directors of Nursing
SE Directors of HR

Appendix 1 – composition of SE BAME Disparity Regional Advisory Group

Name	Job title
Terry Roberts	Chief People Officer – Oxford University Hospitals
Shahana Ramsden	Head of Workforce Transformation South East – NHSE/I
Shahed Ahmad	NCD Cardio Vascular Prevalence – NHSE/I

Cavita Chapman	Director- Engagement and Inclusion, South of England- NHSE/I
Lola Banjoko	Co-Lead - SHCP ICS
Marcus Riddell	Head of Equality and Inclusion, NHSE/I
Tim Omo-Bare	Programme Manager – NHSE/I
Caroline Beardall	Director of Workforce and OD South East – NHSE/I
Adam Doyle	SRO - Sussex Health and Care Partnership ICS
Duncan Burton	Chief Nurse, South East – NHSE/I
Vaughan Lewis	Regional Medical Director – NHSE/I
Tom Edgell	Locality Director – Kent Surrey and Sussex, NHS E/I South East.
Gayle Carrington	Regional Head of Communications – NHSE/I
Roger Kline	Independent Specialist Advisor
Kevin Holton	Head, Experience of Care and Equalities and Health Inequalities, NHSE/I
Alison Barnett	Director of Public Health, South East, Public Health England

Appendix 2 – Regional Guidance as referenced above (attached).

Appendix 3 – Interactive Excel Risk Assessment tool (attached).